

SETTING A SALARY

The compensation philosophy at LBNL is the concept of “salary management”. The objective is that employees will progress through the Market Reference Zone (MRZ) over time. See the OCFO Functional Salary Ranges. There are various factors that go into setting a start salary for an OCFO employee.

- Current Salary
- Current & Long Term Performance
- Salary Range/Market Reference Zone
 - Pay below MRP
 - Typically new to the job and/or there is an associated learning curve
 - Performance considerations
 - Budget Constraints
 - Pay above the MRP
 - Fully qualified and experienced employees that consistently have a high level of performance
 - Critical market skills
- Total Value of the Job and Employee
 - **High value job**
 - Job has unique and hard to find required skills, knowledge, and abilities (SKAs) requirements. This often requires long job searches.
 - Job is vital to the success and mission of Operations and the Laboratory.
 - **High value employee**
 - Employee possesses unique SKAs which are critical to the success and mission of Operations and the Laboratory.
 - The employee’s SKAs are difficult to replace.
 - Employee is recognized for having career potential.
- Peer Comparators/Internal Equity
- Affordability

New Employees

Start salary actions greater than 15% for **local** residents or greater than 20% for **non-local** residents from last employer require Compensation approval before a job offer is extended.

Current Employees

All salary actions, such as reclassifications, posted promotions, or equity adjustments, require Compensation approval before the employee is notified of the action.

FY07 Functional Salary Ranges (effective 10/1/06)

Job Code	FLSA Status*	New Job Title	Salary Grade	Salary Grade Min	Market Reference Zone MRP			Salary Grade Max
A20.2	E	Supervisor, Admin Scvs	AS2	4,189	4,712	5,236	5,760	7,069
A20.3	E	Sr Supervisor, Admin Scvs	AS3	4,997	5,621	6,246	6,871	8,432
A20.4	E	Pr Supervisor, Admin Scvs	AS4	5,848	6,579	7,310	8,041	9,869
A30.5	E	Business Manager	AS5	6,897	7,759	8,621	9,483	11,638
A30.6	E	Sr Business Manager	AS6	8,409	9,460	10,511	11,562	14,190
A40.2	E	Administrator	AS2	4,189	4,712	5,236	5,760	7,069
A40.3	E	Sr Adminstrator	AS3	4,997	5,621	6,246	6,871	8,432
D10.1	E	Business/Systems Analyst 1	CD1	3,941	4,433	4,926	5,419	6,650
D10.2	E	Business/Systems Analyst 2	CD2	4,769	5,365	5,961	6,557	8,047
D10.3	E	Business/Systems Analyst 3	CD3	5,858	6,591	7,323	8,055	9,886
D10.4	E	Business/Systems Analyst 4	CD4	6,971	7,843	8,714	9,585	11,764
D10.5	E	Business/Systems Analyst 5	CD5	7,909	8,897	9,886	10,875	13,346
D65.1	E	Web Developer 1	CD1	3,941	4,433	4,926	5,419	6,650
D65.2	E	Web Developer 2	CD2	4,769	5,365	5,961	6,557	8,047
D65.3	E	Web Developer 3	CD3	5,858	6,591	7,323	8,055	9,886
D65.4	E	Web Developer 4	CD4	6,971	7,843	8,714	9,585	11,764
D65.5	E	Web Developer 5	CD5	7,909	8,897	9,886	10,875	13,346
F10.1	E	Associate Accountant	FS1	3,802	4,278	4,753	5,228	6,417
F10.2	E	Accountant	FS2	4,442	4,998	5,553	6,108	7,497
F10.3	E	Senior Accountant	FS3	5,554	6,248	6,942	7,636	9,372
F10.4	E	Principal Accountant	FS4	6,593	7,417	8,241	9,065	11,125
F10.5	E	Manager, Accounting	FS5	7,766	8,737	9,708	10,679	13,106
F10.6	E	Sr Manager, Financial Services	FS6	9,366	10,537	11,708	12,879	15,806
F10.7	E	Controller	FS7	11,479	12,914	14,349	15,784	19,371
F11.5	E	Manager, Cost Accounting	FS5	7,766	8,737	9,708	10,679	13,106
F12.5	E	Manager, Disbursements	FS5	7,766	8,737	9,708	10,679	13,106
F13.1	E	Associate Financial Analyst	FS1	3,802	4,278	4,753	5,228	6,417
F13.2	E	Financial Analyst	FS2	4,442	4,998	5,553	6,108	7,497
F13.3	E	Senior Financial Analyst	FS3	5,554	6,248	6,942	7,636	9,372
F13.4	E	Principal Financial Analyst	FS4	6,593	7,417	8,241	9,065	11,125
F13.5	E	Manager, Financial Analysis	FS5	7,766	8,737	9,708	10,679	13,106
F13.6	E	Budget Officer	FS6	9,366	10,537	11,708	12,879	15,806
F14.1	E	Associate Resources Analyst	FS1	3,802	4,278	4,753	5,228	6,417
F14.2	E	Resources Analyst	FS2	4,442	4,998	5,553	6,108	7,497
F14.3	E	Sr Resources Analyst	FS3	5,554	6,248	6,942	7,636	9,372
F14.4	E	Principal Resources Analyst	FS4	6,593	7,417	8,241	9,065	11,125
F14.5	E	Manager, Resource	FS5	7,766	8,737	9,708	10,679	13,106
F15.1	E	Associate Payroll Specialist	FS1	3,802	4,278	4,753	5,228	6,417
F15.2	E	Payroll Specialist	FS2	4,442	4,998	5,553	6,108	7,497
F15.3	E	Senior Payroll Specialist	FS3	5,554	6,248	6,942	7,636	9,372
F15.4	E	Principal Payroll Specialist	FS4	6,593	7,417	8,241	9,065	11,125
F15.5	E	Manager, Payroll	FS5	7,766	8,737	9,708	10,679	13,106
F19.7	E	Supply Chain/Procurement Manager	FS7	11,479	12,914	14,349	15,784	19,371
F20.1	E	Assoc Subcontracts Administrator	FS1	3,802	4,278	4,753	5,228	6,417
F20.2	E	Subcontracts Administrator	FS2	4,442	4,998	5,553	6,108	7,497
F20.3	E	Senior Subcontracts Administrator	FS3	5,554	6,248	6,942	7,636	9,372
F20.4	E	Principal Subcontracts Administrator	FS4	6,593	7,417	8,241	9,065	11,125
F20.5	E	Manager, Subcontracts	FS5	7,766	8,737	9,708	10,679	13,106
F20.6	E	Sr Manager, Subcontracts Administration	FS6	9,366	10,537	11,708	12,879	15,806
F30.3	E	Senior Contracts Officer	FS3	5,554	6,248	6,942	7,636	9,372
F30.4	E	Principal Contracts Officer	FS4	6,593	7,417	8,241	9,065	11,125
F30.5	E	Manager, Contracts	FS5	7,766	8,737	9,708	10,679	13,106
F30.6	E	Sr Manager, Sponsored Projects Office	FS6	9,366	10,537	11,708	12,879	15,806
F40.6	E	Sr Manager, Finance Systems	FS6	9,366	10,537	11,708	12,879	15,806
F50.2	E	Sr Distributed Purchasing Administrator	FS2	4,442	4,998	5,553	6,108	7,497
F50.3	E	Distributed Purchasing Admin Team Leader	FS3	5,554	6,248	6,942	7,636	9,372

FY07 Functional Salary Ranges (effective 10/1/06)

Job Code	FLSA Status*	New Job Title	Salary Grade	Salary Grade Min	Market Reference Zone MRP			Salary Grade Max
F50.5	E	Manager, Distributed Purchasing	FS5	7,766	8,737	9,708	10,679	13,106
FN6.4	NE	Finance Assistant IV, Payroll	FN4	21.95	24.70	27.44	30.18	37.04
K10.2	E	Administrative Specialist 2	AM2	4,189	4,712	5,236	5,760	7,069
K10.3	E	Administrative Specialist 3	AM3	4,997	5,621	6,246	6,871	8,432
K10.4	E	Administrative Specialist 4	AM4	5,848	6,579	7,310	8,041	9,869
K10.5	E	Administrative Specialist 5	AM5	6,897	7,759	8,621	9,483	11,638
N40.1	E	Plant/Facil Engineering Assoc	TA1	5,074	5,709	6,343	6,977	8,563
N40.2	E	Senior Plant/Facil Engineering Assoc	TA2	6,047	6,803	7,559	8,315	10,205
N40.3	E	Principal Plant/Facil Engineering Assoc	TA3	7,198	8,098	8,998	9,898	12,147
* E - Exempt								
NE- Nonexempt								